



# EJI

## Emotional Judgment Inventory Report

Name: Jane Sample

ID: 13

Date: May 28, 2003

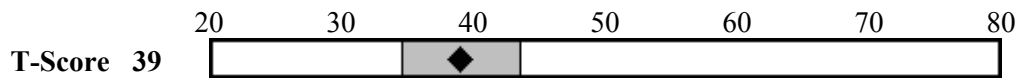
This report is for use by qualified professionals only, and is to be used in conjunction with professional judgment. It is not intended to be shared with the test taker. The statements it contains should be viewed as hypotheses to be validated against other sources of data, such as interviews, biographical data, or other assessment results. All information in this report is confidential and should be treated responsibly.

This report describes Ms. Sample's workplace behavior in terms of seven areas of emotional intelligence. Scores for each dimension are presented graphically. A confidence interval, denoted by the shaded region around the score, is also shown. If Ms. Sample were to complete the questionnaire again, she would probably not score exactly the same and the interval represents the range of scores within which she is likely to score on future administrations. Therefore, when interpreting Ms. Sample's scores, it is important to consider the interval around the observed score, as well as the score itself.

### Impression Management

The number of socially desirable responses provided by Ms. Sample is within the expected range.

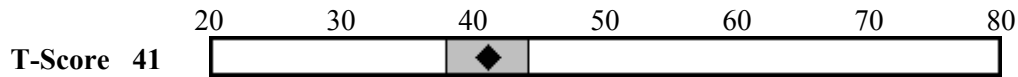
### Being Aware of Emotions



Ms. Sample scores below average on Being Aware of Emotions. She tends to place less value on emotions than most people. In addition, she describes herself as being less interested in how others feel than most people. She probably does not spend much time attending to her own feelings or the feelings of those around her. She often views emotions as being distracting and generally prefers to stick to the facts. However, she will occasionally see emotions as being potentially informative in some situations.

In leadership roles, Ms. Sample probably does not make much effort to involve those who report to her in the decision-making process unless they possess expertise in the area of focus. In addition, she spends less time than most people considering how her coworkers feel about an issue when she is faced with a decision. This lack of consideration may inhibit her effectiveness as a leader when circumstances require support and commitment from those around her.

If her reported level of emotional awareness is accurate, Ms. Sample's tendency to be unconcerned about the feelings of others may lead her to be viewed as more distant than many of her coworkers. Because of her aloof demeanor, she likely does not develop as many close relationships in her personal and professional lives as most people. In addition, because her typical disregard for how other people feel is generally apparent to group members, she is probably not readily accepted into new groups.

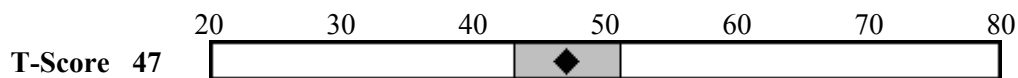
**Identifying Own Emotions**

Ms. Sample scores average on Identifying Own Emotions. She admits that sometimes she does not understand what emotion she is experiencing or why she feels the way she does. Therefore, she may sometimes experience confusion about her feelings. For the most part, though, she appears to be able to distinguish between similar emotions, such as sadness and disappointment, as well as other people.

Ms. Sample may be troubled by her uncertainty on occasions when she is unclear about her feelings. While she is often fairly clear about how she feels, she may react rather intensely in situations where she is confused or off balance.

**Identifying Others' Emotions**

Ms. Sample scores average on Identifying Others' Emotions. She describes herself as sometimes understanding how her coworkers feel. If her reported level of recognizing others' emotions is accurate, Ms. Sample is probably as adept as the average person at recognizing how other people feel by their nonverbal signals and tone of voice. As a result, she is probably as comfortable as other people interacting with her coworkers and other people external to the organization. However, Ms. Sample states that she does misinterpret other people's feelings from time to time.

**Managing Own Emotions**

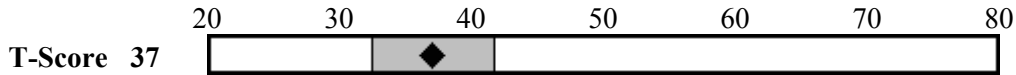
Ms. Sample scores average on Managing Own Emotions. While she occasionally does not accept how she feels, she does not dwell on her negative moods any more than other people. She probably has some strategies for improving her mood, although she may not always employ them. When Ms. Sample does make attempts to control her emotions, she appears calm and composed. However, during times of stress, her efforts may not be sufficient.

At work, Ms. Sample's coworkers normally view her as being professional. She probably is viewed as no more or less approachable than the typical person. She normally recovers from upsetting or stressful events about as quickly as other people, allowing her to focus on the issues at hand.

Ms. Sample is able to maintain her mood throughout the day about as well as most people. However, she reports that at times, she is unable to change how she is feeling. As a result, she

may sometimes have trouble adjusting her mood when necessary to meet situational demands. During periods of extended bad moods, her coworkers may try to avoid her. In general, Ms. Sample appears to have as much control over her emotions as the typical person.

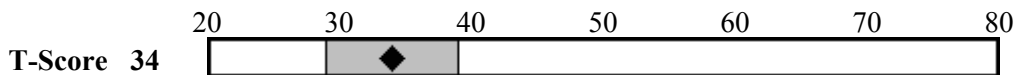
**Managing Others' Emotions**



Ms. Sample scores below average on Managing Others' Emotions. She reports that her efforts don't usually seem to have much influence on how other people feel. Consequently, she often has some difficulty putting other people at ease. Indeed, many of her colleagues probably do not think of her as someone they can be comfortable around. Because Ms. Sample feels her efforts to improve others' moods are mostly ineffective, she is not likely make many attempts to put other people in a positive mood. In addition, she is probably somewhat unsure of herself around others. As a result, her conversation may seem stilted or rehearsed rather than natural or spontaneous.

In one-on-one or group discussions, Ms. Sample is probably less effective than most people in conveying to others the sense that they have been listened to. As a result, she may have some difficulty soothing irate employees or customers because they are unlikely to feel their grievances have been heard. In addition, her relative lack of proficiency in managing the feelings of others makes it difficult for her to energize and generate enthusiasm in her coworkers. Consequently, Ms. Sample probably has more trouble than most people getting her colleagues excited about ideas and plans.

**Using Emotions in Problem Solving**

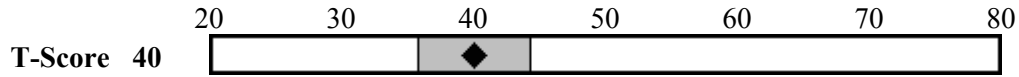


Ms. Sample scores below average on Using Emotions in Problem Solving. For the most part, she believes her feelings are not an important source of information to her. Furthermore, Ms. Sample frequently does not realize that her emotions may enhance, as well as hinder, her performance on tasks at work. Hence, on a day-to-day basis she generally does not try to use her emotions to help prioritize her work.

Ms. Sample does not tend to recognize the influence her emotions have on her judgments and decision making. Because she only occasionally endeavors to evaluate her decisions in light of different moods as she experiences them, she generally is not able to see alternative perspectives. As a result, she may frequently make rash decisions when she is feeling overly optimistic. In addition, Ms. Sample is probably not very cognizant of the effect her communication style has on other people. Consequently, she pays less attention than most people to the tone and style of her written and oral communications.

Overall, Ms. Sample feels her emotions generally do not an influence her performance at work. She does not often attempt to integrate her feelings into her planning and decision making or to take them into consideration when making evaluative judgments.

**Expressing Emotions Adaptively**



Ms. Sample scores average on Expressing Emotions Adaptively. She tends to see emotions as being disruptive about as much as most people and, therefore, she may keep her feelings hidden when she believes she has reason to do so. She is somewhat comfortable expressing how she feels to other people, although she may be more hesitant to express emotions she finds embarrassing or unpleasant.

Because Ms. Sample is only sometimes willing to let her coworkers know how she feels, they probably only know her feelings about important issues. Accordingly, her coworkers likely feel they know her reasonably well. In addition, they are probably reasonably sure they know what to expect from Ms. Sample much of the time; however, they are sometimes surprised by her emotional reactions.

**This page of scores is intended for qualified professionals only.  
Data on this page should be treated with the utmost confidentiality.**

**Item Responses**

1. 4	21. 5	41. 5	61. 5
2. 1	22. 2	42. 1	62. 2
3. 4	23. 1	43. 5	63. 5
4. 7	24. 3	44. 6	64. 1
5. 6	25. 6	45. 1	65. 1
6. 6	26. 4	46. 4	66. 1
7. 6	27. 1	47. 1	67. 1
8. 5	28. 3	48. 2	68. 4
9. 5	29. 7	49. 1	69. 6
10. 6	30. 6	50. 6	70. 1
11. 4	31. 7	51. 6	71. 1
12. 3	32. 1	52. 6	72. 3
13. 7	33. 1	53. 7	73. 6
14. 2	34. 5	54. 5	74. 7
15. 3	35. 4	55. 4	75. 4
16. 4	36. 5	56. 6	76. 3
17. 1	37. 4	57. 1	77. 2
18. 5	38. 1	58. 6	78. 2
19. 1	39. 3	59. 6	79. 5
20. 5	40. 1	60. 5	80. 7

**Summary Statistics:**

# 1-responses = 20 out of 80 (25%)  
 # 2-responses = 6 out of 80 (8%)  
 # 3-responses = 7 out of 80 (9%)  
 # 4-responses = 11 out of 80 (14%)  
 # 5-responses = 14 out of 80 (18%)  
 # 6-responses = 15 out of 80 (19%)  
 # 7-responses = 7 out of 80 (9%)  
 # missing responses = 0 out of 80 (0%)

<b>Scales</b>	<b>AW</b>	<b>IS</b>	<b>IO</b>	<b>MS</b>	<b>MO</b>	<b>PS</b>	<b>EX</b>	<b>IM</b>
Raw Scores	44	34	39	38	44	38	33	36
T-Scores	39	41	43	47	37	34	40	44
Missing Items	0	0	0	0	0	0	0	0